

The

READY-MIXER



Virginia Ready-Mixed Concrete Association

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newsletter

August 2006

Don't Forget the Fall Convention!

Have you ever had a negative day at work or at home? How did you feel at the end of it? Tired and drained? Now, have you ever had a positive day at work or at home? How did you feel at the end of it? **Energized.** What if you could create every day to be a great day for yourself?

Well-known author and top-rated speaker, Dr. Jerry Teplitz will show you how to make every day that way through actual tools and techniques that will increase your energy levels resulting in more productivity and creativity. He will be speaking at our upcoming Fall Convention at Wintergreen on September 12th. His effective and easy stress-reducing methods can immediately be applied to all aspects of your personal and professional life.

Dr. Teplitz conducts seminars in the areas of stress management, employee productivity, and sales development. At Wintergreen, he will be addressing "Increasing Your Personal and Professional Power to New Levels of Excellence". We are very fortunate to have Dr. Teplitz speak to us, and encourage everyone to take advantage of this opportunity.

This topic speaks to your professional life, but the methods addressed in this session can also be applied to your personal life as well. For this reason, we are strongly encouraging spouses to attend as well. You won't want to miss out on this valuable opportunity to hone in on the skills to take control of your personal and professional life!

Be sure to take a look at the tentative schedule for all of the other great presentations and events this convention has to offer. Be sure to get your reservations in and contact Vicki Stec at 434.977.3716 for more information. ❖



VRMCA Fall Convention

September 10-12, 2006

Wintergreen Resort, Wintergreen, Virginia

Sunday, September 10

- Noon-1:30pm Advisory Council Board Meeting and Luncheon
- 1:45pm-4:30pm Board of Directors Meeting
- 3:30pm Registration Desk Opens
- 6:30pm-7:30pm VRMCA Reception
- 7:30pm-8:30pm VRMCA Cookout

Monday, September 11

- 7:30am Registration Desk Opens (with refreshments)
- 8:00am-8:10am **Welcome and Announcements**
Diggs Bishop, VRMCA President
- 8:10am-8:55am **Council Update**
VRMCAC Chairmen
- 8:55am-9:40am **Construction Education at Virginia Tech**
Dr. Yvan Beliveau, Professor and Department Head, Building Construction, College of Architecture and Urban Studies, Virginia Tech
- 9:40am-9:55am Refreshment Break
- 9:55am-11:25am **"Decorative Concrete: Where to Start and How to Finish"**
John Buteyn, Colorado Hardscapes
- 11:30am Adjourn for Sports
- 7pm-10:00pm VRMCA Dinner/Casino Night

Tuesday, September 12

- 7:30am Registration (with refreshments)
- 8am-8:05am **Announcements**
Diggs Bishop, VRMCA President
- 8:05am-8:50am **"Your Committee, Your Safety"**
Pete Hawes, Allied Ready Mix Company, Moderator
Bill Shipe, Allied Concrete Company
Gary Woolard, Titan America
- 8:50am-9:30am **"How the New Engine Emission Regulations Will Affect Our Industry"**
Carol Whitley, District Service Manager, Volvo Trucks / Mack Trucks
Kerry Miller, Senior Truck Engine Account Manager, Carter Machinery
- 9:30am-9:45am Refreshment Break
- 9:45am-11:15am **"Increasing Your Personal and Professional Power to New Levels of Excellence"**
Jerry Teplitz, Jerry Teplitz Enterprises, Inc.
- 11:15am-Noon **Technical Committee Report**
Nick Collins, Allied Ready Mix Company, Moderator
Bob Neal, Lehigh Cement Company
Roy Heaps, Titan America
- Noon Adjourn

Visit www.vrmca.com to download convention and activity registration, golf scholarship sponsorship, and hotel reservation forms.



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Mark Your Calendar!

2006 Fall Convention
September 10-12, Wintergreen,
(details inside)

Truck Rodeo
November 1st, Richmond
International Raceway
(details inside)

2007 Spring Convention
May 20-22, The Homestead

2007 Fall Convention
September 9-11, Hilton
Virginia Beach Oceanfront

Southwest Virginia Council Attends AIA Conference

by Bob Nablo, Director of Industry Services, Western Region

Every year the AIA Blue Ridge Chapter holds a conference in Abingdon, Va., in conjunction with the town's Virginia Highlands Festival. Since 2005 the Southwest Virginia Advisory Council has made an effort to be represented, and this year Robert Marek of Roanoke Cement Co. and VRMCA's Bob Nablo participated in the event. About 70 architects and spouses attend from the Blue Ridge Chapter.

The local architects always highlight an area home, usually owned by one of their members, during a Saturday luncheon. This year everyone visited the home of Ramsey and Betsy White.

That same evening included a cocktail reception (sponsored by the SW VA Council) and dinner at The Martha Washington Inn, and concluded with a play at The Barter Theatre. This is always an excellent opportunity for Council members to mingle with area architects and talk about various projects and concrete applications. This year seemed to produce a greater number of questions about tilt-up construction and colored concrete than usual, and Council members now have new chances to discuss these topics when the architects get back to their offices.

The event concludes with a business meeting Sunday morning, where new Blue Ridge officers are introduced and officers from AIA Virginia talk about state events and programs. It is also another opportunity for the SW VA Council to be recognized, and for the architects to see that we are not only present at their social functions, but are also interested in their work programs. ❖



Robert Marek and Janet Nablo talk with architect Bill White.

“Practice Makes Perfect”: Design DC 2006 -- Effective Trade Show Promotion

by Hessam Nabavi, R.A., Director of Industry Services, Northern Virginia

As I have been reporting in the past few months, NVCAC has decided to raise the bar in 2006 by participating in Design DC Conference and Trade Show which attracts architects, designers, engineers and contractors from Northern Virginia and Baltimore/ Washington Metro Area. Due to the importance of this event, NVCAC had decided to dedicate the July council meeting to trade show training. We felt that this training will assist the NVCAC's members to be more effective while they are working at the show. Art Nettle with Lafarge North America and Commercial Committee Chairman invited Dawn Stefano who is the Promotional Services Manager with Lafarge North America to assist us in this task. Dawn, with years of experience in running successful trade shows, covered three different areas of concern in her presentation, “before the show, during the show and after the show”. She mentioned that before the show, we need to establish goals and objectives, dress code and other rules which should be communicated to the booth staff. She continued saying that everyone should know the booth rules such as the lead collection procedure, etc. Booth behavior tips included No eating or drinking, No talking on the phone, Watching your body language, No sitting, and many more. Dawn said, “80% of What the Attendees Remember about Your Organization is YOU”. In conclusion, she talked about activities after the show such as individualized follow-up to qualified prospects and debriefing of “what worked?”, “What did not?”, “Did we meet our goals?”, “What will we do differently next time to make the show even better”?

NVCAC would like to give our sincere appreciation to Dawn Stefano for taking the time to share her knowledge and experience with our members.

In Northern Virginia, we are committed to excellence and high levels of professionalism. Training like this will insure our success, not only in the upcoming trade show, but in all the future events. ❖



Dawn Stefano presenting at the NVCAC, July council meeting.

ICF Open House: Vienna, Virginia

by Hessam Nabavi, R.A., Director of Industry Services, Northern Virginia

NVCAC's residential committee has been planning to host an ICF open house in Vienna for some time. Saturday, July, 15 2006, was the day that was promoted to the public, architects and other construction trades, via emails, and Northern Virginia AIA's web site. In this event, we had an opportunity to showcase two ICF homes under construction on Berry Street in Vienna. These homes under construction on the same street have created a great environment for promoting ICF construction.



Future ICF home owners and the contractor.

On that beautiful hot summer day, a group of dedicated members, contractors and distributors accom-



From the left: Reporter for *The Connection*, Jason Hatke and the ICF home owners Jay Ahn & Suzan Park.

panied by the owners of these homes gathered to show everyone the benefits of ICF construction. Directional signs were located carefully on the major road pointing toward Berry Street. Literature and refreshments were available at both locations, and of

course we cannot do an event like this without the cookout.

There was a good flow of traffic between the two homes. All kinds of people from potential future homeowners to architects, engineers and home builders were walking through

these homes and asking questions. Jason Hartke, reporter from *The Connection* newspaper was also invited to be part of this event. He spent a lot of

time interviewing the owners, contractors, distributors and other attendees. Please see his article which was published in *Vienna Connection* in this issue of VRMCA's newsletter. Tom Yendall of Titan Virginia and Residential Committee Chairman, David Acott of Titan Virginia Concrete, Mustafa Elias of Du-Brook Concrete, Bill Tate of Handyman Concrete and Hessam Nabavi of VRMCA were hosting this event and answering the questions.

Many thanks to Dave Snider of Cardinal Virginia Concrete for communicating with the owners and emailing the prospects. Also special thanks to Michael Gerlock of Handyman Concrete for inviting the reporter to this event. It was interesting to see the level of enthusiasm and excitement between the attendees as they walked through these ICF homes. Most of the questions were about energy efficiency of ICF. Some people were more inter-

ested in methodology and techniques while others were fascinated by the design.

In conclusion, NVCAC would like to give special thanks to Mr. Mike Tsamouras, owner of 300 Berry Street, and Jay Ahn and Suzan Park, owners of 410 Berry Street for allowing us to showcase their beautiful homes. Also we are very thankful to Mark Quinn of Project Services Management and ICF distributor Alan Jenner for their patronage and partnership with the Northern Virginia Concrete Advisory Council. I would also like to mention that this ICF open house was qualified for PCA's Residential Co-Op program which reimburses the council for a portion of the cost of this event. ❖



On the left: Tom Yendall. On the right: Future ICF home owners examining an ICF block.



From the left: David Acott, Tom Yendall, future ICF home owner, Alan Jenner, future ICF home owners, architect Kofi Ansu and Mark Quinn.

"Take Me Out to the Ball Game": Theme of Hampton Roads Council Outing

by J. Keith Beazley, Director of Industry Services, Central Virginia and Hampton Roads

The Hampton Roads Concrete Advisory Council held the annual "Night at the Ball Park" on Wednesday, July 26, 2006, at Harbor Park, home of the Norfolk Tides. The Tides are a Triple-A affiliate of the New York Mets and play at the park, located on the Elizabeth River. The third base-line has a corporate reception and picnic area and the Hampton Roads Advisory Council holds an annual event at the facility.



This year's event had a very large crowd of 145 people with company personnel, customers and other invited guests coming together for a special time of fun and fellowship. The game featured the Norfolk Tides vs. Indianapolis and the arrangements for the tickets and meal were chaired by Marie Derby, Essroc Cement, the annual chairman for the event.

The Council wishes to thank the companies participating for their support and is looking forward to the game next year. "Three Strikes and You're Out at the Old Ball Game." ❖



The Best Defense

By: John Kruchko and Paul M. Lusky*

Whether it's sports or business, the best defense is a good offense. Nevertheless, in light of the general decline in union membership over the last two decades, many employers have come to believe that their companies will never be organized by a union and have become complacent, foregoing proactive programs regarding union avoidance, such as vulnerability audits and supervisory training. That is a mistake, however. When employers fail to practice good employee relations and ignore the signs of employee dissatisfaction, opportunity knocks for the union organizer.

In recent years, there has been growing opposition by some member unions within the AFL-CIO to the allocation of resources by the federation. In brief, there was a disenchantment with the organization's focus on political campaigns while organizing efforts suffered and membership dwindled. Several prominent union leaders stated their resolve to reverse the trend of declining membership by employing new techniques for attracting employees to their unions. Finally, in September, 2005, seven large labor unions (SEIU, the Teamsters, UFCW, the Laborers, the Carpenters, UNITE HERE and the Farm Workers) broke way from the AFL-CIO and formed the Change to Win federation. The unions in the new federation have more than six million members.

Change to Win has vowed to devote 75% of the federation's money to organizing. In March, 2006, Change to Win announced a nationwide organizing campaign targeting major industries in more than 35 cities. The federation hopes to create local "cross-union" campaign teams to coordinate organizing efforts. Organizing will be concentrated in each union's core industry and they promise multi-union support for each union's organizing drive. The federation has also identified national targets (e.g., Wal-Mart, Cintas, Smithfield, etc.) for nationwide organizing efforts. These "target" employers can expect concentrated media campaigns attacking their employment practices.

Despite the renewed vigor for organizing displayed by unions within the Change to Win federation, employers who practice good employee relations are not likely to be targeted by the unions because the company will have a reputation as a "good place to work" and employees will take pride in their company and pride in their work. Employees will also perceive that they are receiving fair treatment and recognition for a job well done. In such an atmosphere, the union's message will largely fall on deaf ears.

Nevertheless, union avoidance can be achieved only through diligence and attention to the desires and sentiments of employees. Employers should

periodically audit their workforce to determine whether problems exist which might make the employees receptive to union organizing. Management must take a critical look at employment conditions to see whether there are areas which can be improved so that they can blunt any possible chance of a union organizing drive. The following list of factors can be used as a guide to determine whether employment conditions are conducive to union avoidance or union acceptance:

1. Do employees feel ignored - have they received only a minimum amount of information about the company's business health, its goals and achievements?
2. Have the company's rules and policies been consistently enforced?
3. Are employee gripes, complaints and grievances being discussed and cleared up promptly by management? Is there an *effective* grievance procedure in place for dealing with employee complaints?
4. Have there been recent incidents of discipline or discharge which were implemented without a thorough and impartial investigation?
5. Do employees believe their wages and

other benefits are competitive with industry standards?

6. Are there any unsatisfactory working conditions which might be improved by management? For example, are employees working longer hours without sufficient breaks? Have working facilities been allowed to deteriorate so that they are now dirty or unsafe?

7. Do employees feel stymied or blocked with respect to their future opportunities for advancement within the company?

8. Can management be perceived in any manner as having played favorites with respect to promotions and increases in wages?

9. Are there any employees who have been demoted or for some other reason may be bitter against the company and thus are likely to promote the union to other employees?

10. Have there been increases in employee contribution payments for group insurance or pension benefits?

11. Have jobs been combined or functions added to various positions so that employees are now doing more work for the same rate of pay?

12. Have changes in work policies or procedures

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This is what Jason Hartke, reporter for *The Connection* had to say about Concrete homes on July 26, 2006, after attending the ICF open house in Vienna which was organized by NVCAC.

Drawn to Concrete Homes: Environmentally Friendly, Economical and Virtually Indestructible, Concrete is Finding a New Home.

by Jason Hartke

In November, Mike Tsamouras will move into a newly constructed home in Vienna on a quiet block on Berry Street.

But Tsamouras explains that if the neighborhood ever gets loud, he will be the last to complain. His new home is made of concrete.

"Everything is more solid. You don't have the vibration," said Tsamouras, standing on his unfinished gravel driveway. "When it's windy outside, you don't hear it."

Originally from Greece, the self-employed salesman has long known the benefits of building with concrete. "All over Europe, that's all they do, and then they dress it with brick or rock, but the walls are concrete," said Tsamouras.

When finished, Tsamouras' six bedroom, 7,500-square-foot home will be indistinguishable from a traditional stick-built house.

BUILDING WITH CONCRETE costs more up front compared to wood construction, but it's worth it, say concrete industry advocates.

Like an energy-efficiency appliance, a concrete home will save homeowners money over time, said Hessam Nabavi, director of industry services for Virginia Ready-Mixed Concrete Advisory Council. "It costs a few percent more to build, depending on the design," said Nabavi. "On average, though, it pays for the difference between three to five years because of the energy it saves."

According to Nabavi, who said concrete homes are going up all over Northern Virginia, a concrete home reduces utility bills by an average of 30 percent.

Savings can also be found on the insurance side. Because of disaster-resistant qualities, insurance companies often offer discounts up to 25 percent to owners of concrete homes, according to the Insulating Concrete Forms Association.

The homes reduce operating costs, said Nabavi. The concrete home can't rust or rot and it isn't vulnerable to termites or other insects. And, concrete will not burn.

JUST DOWN the street from Tsamouras' house,

Mark Quinn, a custom builder and president of Project Services Management, is building a 6,000-square-foot concrete home for Jay Ahn and Suzan Park, relatives who own a construction company in Chantilly.

"It's a house made of coffee cups and concrete, but it will withstand a hurricane or a tornado," said J.P. Brahoney, a concrete supplier in Loudoun County, describing Ahn and Park's new home, which will be finished in September.

Like Tsamouras, Ahn and Park found the inspiration to build a concrete home from their native country. In Korea, they said, building residential homes with concrete is very common because of the high cost of imported lumber.

"They have better sound proofing, air quality and we don't have to worry about fire damage," said Park, who lived in a concrete home before coming to the U.S in 1985.

"Another major concern was energy efficiency because of rising gas prices," said Ahn, another reason they decided to build with concrete.

From their new home's basement, cool during the peak hours of a steamy, 90-degree day, Park said concrete homes are known for being cool in the summer and warm in the winter.

NUMEROUS METHODS are available for building a concrete home, said Quinn. The longtime builder said he built Ahn and Park's home using Insulating Concrete Forms, called ICFs, which look like big hollow Styrofoam Legos. The ICFs are stacked and reinforced with steel before concrete is poured into them to create the framing. Quinn said concrete can just as easily be used for traditional or more contemporary home styles.

"I'm building a 10,000-square-footer in Fairfax Station and I've got a 12,000-square-footer going up in Frederick, Md.," said Quinn, who anticipates a growing niche market in the region.

In 1993, homes with an exterior concrete wall accounted for 3 percent of the national housing market, according to the Portland Concrete Association. By 2004, it has grown to more than 16 percent.

Homes constructed with concrete also appeal to the environmentally conscious.

Mark and Joann Hartzell of Manassas are thinking of building one in Nokesville, Virginia.

"It seems safer and environmentally friendly," said Joann Hartzell, who works in Woodbridge. The couple likes that a new concrete home would save trees and be more durable.

In the end, Tsamouras wanted something that would last. "The cost of construction is so expensive nowadays, but you're not getting what you

pay for," he said. "You're getting a nice floor plan, but you're not getting the solidness, the durability. The bottom line is if you're going to buy a home, you want it to be worth the money." ❖

Best Defense

Continued from page 5

been introduced without advance notice or explanation to employees?

13. Are any procedures in place, whether informal or formal, which facilitate the communication of employee sentiments to management?

14. Are there any supervisors who are using pressure tactics rather than leadership to secure productivity?

15. Have there been any unkept promises on important issues such as raises, bonuses, extra holidays, increased vacation, or other benefits?

A critical factor in maintaining a union-free workforce is supervisor training. In light of the decline in union organizing activity, many current supervisors have no experience with unions, let alone the "do's and don'ts" of a union organizing campaign. Some employers have experienced a rather rude awakening after talking with their supervisors about unions. They may find out that there are a number of supervisors who are under the assumption that working with a union would present no problems to the organization. In fact, some supervisors are completely ignorant as to the impact a union would have on their ability to supervise their employees. They consider a union collective bargaining agreement to be similar to the company's employee handbook or its policies and procedures manual and, therefore, do not understand why the company would oppose a union.

The union avoidance education of supervisors must continue even in this time of lessened organizing activity. Unions have begun to use new technology and new techniques to find disgruntled employees willing to listen to their organizing message. Employers who want to stay union-free must be vigilant in their preparation for the next organizing threat. * 82006 Kruchko & Fries

John G. Kruchko is a partner with the Management Labor & Employment Law Firm of Kruchko & Fries in McLean, Virginia, Paul Lusky is a partner with the Firm. For more information, please contact Mr. Kruchko at (703) 734-0554 or Mr. Lusky at (410) 321-7310 or jkruchko@kruchkoandfries.com, or plusky@kruchkoandfries.com. This article is published for general information purposes, and does not constitute legal advice. ❖



Mark and Joann Hartzell tour a concrete home under construction in Vienna. Photo by Jason Hartke.

VRMCA WELCOMES BRIAN CHURCH

Q: Title?

A: Web Application Manager.

Q: Where is your birthplace/hometown?

A: I grew up outside of Lynchburg Virginia, however for the past four years I have lived in Wichita, Kansas.

Q: How long have you been with the company?

A: I started last month.

Q: What are your job responsibilities?

A: To maintain and update the Association's website.

Q: What brought you to the Charlottesville area?

A: My family and I wanted to move back to Virginia to be near family. We missed being around all the trees and mountains of Virginia. Wichita is very flat compared to Charlottesville.

Q: Family?

A: My wife and I just celebrated our 4th wedding anniversary earlier this month. We have one 2-year-old son named Aaron.

Q: What is the best thing about living here?

A: I love the state of Virginia. There is so much to do. One weekend you could go to the beach, the next spend the weekend camping in the mountains. Both my wife and I also enjoy history and there are many historical sites to visit around Charlottesville.

Q: What is the best part of the job?

A: I love working with people and computers. The nice thing about this job is I get to interact with people, as well as spend most of my day still playing with a computer.

Q: What did you do before this job?

A: In the past I worked for Cessna Aircraft in Wichita Kansas. While working for them, I created many web applications for their marketing department and did some computer programming for the Service Centers. My most recent job was with Wichita State University where I created a database for the College of Education.

Q: Do you have any hobbies?

A: I spend almost all of my free time at home with our 2-year-old. Right now he loves going to the pool and throwing rocks into the pond in our back yard.

Q: Do you prefer UVa or Tech?

A: I am a die-hard Virginia Tech fan. My wife and I met at Virginia Tech, so I will always love Tech.

Q: What would be the perfect day off?

A: I believe the best thing to do on my day off is spend time with my family at the beach. We took our son to the beach a few weeks ago and he loved it. We spent the whole day playing in the water and sand. It was wonderful. ❖



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 - Quality Control And Applications
- Pervious Concrete Placement Demonstration

Pervious contractor training and certification to be held in Williamsburg as second session (date to be announced).

Sponsored by the Central Virginia and Hampton Roads Concrete Advisory Councils.

Brochures for seminar will be mailed to VRMCA members for registration to attend conference.

For safety related links,

please visit the safety committee section of the

VRMCA website:

www.vrmca.com/about/



VRMCA Board Member Profile: Bob Chandler

Name?

Bob Chandler

Company?

Chandler Concrete, Inc.

Title?

Vice President of Sales and Marketing

Where is your company located?

Our Headquarters is located in Burlington, North Carolina. Our service areas are in Central North Carolina and South/Southwest Virginia.

Where is your place of birth/home-town?

I was born in High Point, North Carolina, and grew up in Burlington.

What college or university did you attend?

I attended and received a B.A. in Business Management from N.C. State University.

How many years have you been in the industry?

I have been in the industry for seventeen years.

What current project or activity are you working on?

Currently, I am redefining and improving our company's marketing plan, which includes upgrading

our website and developing marketing materials for our company and industry products.

Describe some of your other major duties.

I coordinate the sales efforts for our company and work with our central dispatch department.

What is the accomplishment you are most proud of?

Professionally, it is working with my brother Ted to develop a management team that has helped our company grow.

What is the best thing about living in Burlington?

The location. It is not far from the beach or mountains and is close to a lot of great ACC Basketball.

What is the best part of the job?

I get to wake up and come to work with a great group of people.

What did you do before this job?

I worked as a branch manager for Wachovia Bank.

Hobbies?

I enjoy running, family activities and playing golf.

Where is your favorite vacation spot?

I have two favorite spots—Sunset Beach and the mountains of North Carolina.

Family?

My wife Amy of twenty years and two daughters—16-year-old Maddie and 9-year-old Gatlin.

UVa or Tech?

Being an NC State graduate, that's a tough one. However, between the two, I would have to say Tech.

Last Book?

The World is Flat: A Brief History of the Twenty-First Century, by Thomas Friedman. The book outlines the history of the ever-changing aspects and dissolving barriers of the business world.

Mentor?

My father. It is a privilege to work with someone who you love and respect and is dedicated to the ready-mixed industry.

What is the perfect day off?

An early morning run with my running buddies followed by a trip to the mountains with my family. ♦



Design DC 2006 Conference and Trade Show: July 19-21

by Hessam Nabavi, R.A., Director of Industry Services, Northern Virginia

An ancient Chinese Proverb says: "If you do not change your direction you will end up exactly where you are headed". Change is important and it is part of life. Change requires us to take a chance and that is what NVCAC decided to do by participating in Design DC. For years NVCAC participated in the Home and Garden Show at the Dulles Expo Center in Chantilly, Virginia.

However this year, the membership decided to take a chance and participate in a different kind of event and a target audience which offered a



Aerial View of Ronald Regan Building.

much bigger opportunity to spread our message than the previous trade show. Obviously, in order to be effective in Design DC, many more details had to be worked out. Such details included continuous communication with Design DC personnel, staffing the display area, inviting the speaker and working on his message, selecting the necessary support materials and samples, writing

the advertisement, packaging and shipping, simulating the display materials, organizing a trade show training class, and of course developing a goal. To accomplish all of the above and more, coordination between council chairman, council co-chairman, committee chairs, VRMCA and membership was absolutely crucial. Leadership went above and beyond the call of duty to insure the success of the organization in this event.

Design DC was a jam-packed 2-1/2 days of Conference and Trade Show, which hosted hundreds of architects, designers, engineers and contractors from Northern Virginia and Baltimore/Washington Metro Area. Design DC offered architects an arena in which to network as well as earn continuing education credits. The event was held at the prestigious Ronald Reagan Building in the heart of Washington DC. NVCAC decided to concentrate their promotional effort on ICF construction, decorative concrete, tilt-up and pervious pavement. The council



Duane Laughlin helps an architect while others are looking at the brochures and the pictures.

also sponsored a classroom and invited architect Glen Stephens to talk about "The Benefits of Tilt-Up Construction for Educational Buildings". Our main focus was to elevate our industry's visibility in the design community, and our goal was to collect contact information from 10% of the attendees. We believe Design DC was one of the most successful events in which NVCAC has ever participated.

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Charlottesville Sees First Tilt-Up Structure

by Bob Nablo, Director of Industry Services, Western Region

August 2 saw the walls to Charlottesville's first tilt-up building erected as the new Rudy's Rug Cleaning, on Cami Lane.

Rudy's Rug Cleaning has actually been in business since 1939 and was bought by Kevin Barnard in 2003. In November of 2005, Barnard contacted Nielsen Builders about a new structure for their carpet cleaning business.

The panels to this compact, 5,120 square foot building, were lifted by Dean Steel of Harrisonburg under the direction of Nielsen Builders, the general contractor, in a single day—and the job would have been completed quicker had not the site required that the crane be positioned three times.

When asked how he came to choose tilt-up for the construction method, Barnard replied: "When we bought the land, the owner told us that Nielsen Builders had a division that specialized in small projects." Barnard contacted Nielsen, and they mentioned tilt-up as a possibility and told him how

much more economical tilt-up would be.

"I knew concrete would last longer. It's attractive and low cost. Plus, cars can't dent concrete if they run into it," stated Barnard.

With years of experience in tilt-up construction, Nielsen recommended this type of building, and JR&H Architects, PLLC, was asked for a design. By this summer, everything was approved, and construction began.

VRMCA member H.T. Ferron supplied concrete for the floor slab and the wall panels. A small supplemental casting bed was also utilized, and some panels were stacked three-high to make the limited space work.

Nielsen superintendent Tim Shenk explained that contrary to popular belief, tilt-up concrete can, in fact, accommodate smaller businesses. Tilt-up application methods such as stacking panels and the use of wall templates aid in saving time and money. "Repetition saves time. A business owner will save money by saving time and labor," explained Shenk.

The heaviest panel tilted weighed 31,000 pounds; the range is from 25,000 to 31,000 pounds.

Nielsen project manager, Kevin Bailey, said that

his company was very interested in participating in this first tilt-up job, and was determined to have the process completed properly and on time.

"I haven't had any trouble or surprises with Nielsen Builders. Other people had told me about problems they encountered during construction. I haven't had any problem on budget or schedule. I am as pleased as I could be at this point," commented Barnard.

The new building should be completed by this October and the owners anticipate being open for business by the end of this year. ♦



Stacking panels saves working space.



A close-up view of a wall panel.



Workers at the site prepare to lift the walls.

Design DC 2006

Continued from page 8

This success is the direct result of all the work and coordination that went into preparing for the event. Design DC offered many great opportunities for networking to our organization, also allowing NVCAC to measure its success by collecting over 50 contact forms which were filled out by architects requesting additional information and/or follow-up.

AIA DC will also provide exhibitors with a list of registered attendees, which allows the council to create a larger database for future communication with the design professionals. Design DC was also qualified for PCA's Residential Co-Op program which reimburses the council for a portion of the cost of this event. To raise the bar and participate in a promotional activity of this magnitude, much time, effort and commitment had been required of our membership. Many thanks



From the left: Bob Nablo, two architects, Sharon Carr & Tony Thompson.

to Duane Laughlin of Crider and Shockey, Inc., 2006 Council Chairman; Art Nettle of Lafarge North America, Commercial Committee Chairman; Tom Yendall of Titan Virginia Concrete, Residential Committee Chairman; David Barber of Grace, Educational Committee Chairman; Don Cooper of Aggregate Industries, Council Co-Chairman; and Mike Newman of Cardinal Virginia Concrete for all their tireless efforts in planning, coordination and participation in the entire process. Also, we would like to give our appreciation to the following members for their time and commitment in helping during the event. Kevin Terry, Mike Renzi, Dave Snider and Tony Thompson of

Cardinal Virginia Concrete, James Manley and Jack Hoy of Swope and Associates, Inc./Sika Chemical, Bill McNamara of Essroc Cement, John Carter and Sean Murnane of Grace, Sha-

ron Carr and Jim Russ Jr. of Aggregate Industries, Mike Carter of Propex Concrete Systems, Marty Shurina of Crider and Shockey, Inc., John Bivens of ECS, Mustafa Elias, William Rubinson and Mario Menacho-Slaid of DuBrook Concrete, Mike Kavka with Lehigh Cement, Lewis Lee of Luck Stone, Wes Morrison of BASF Admixtures, David Acott of Titan Virginia Concrete, and Keith Beazley and Bob Nablo of VRMCA. ♦



James Manley helps an architect to fill out the contacts form. Also in the background from the left, Sharon Carr, Bob Nablo & Sean Murnane.

What is the Accuracy of Dependent Eligibility Costing Your Organization? (Part 1 of 2)

by **Becky Meade, Virginia Ready-Mixed Human Resource Consortium**

The unemployment rate is low, the temperature is hot, and you need CDL drivers. You hire a new driver and you send the employee to the human resources department to go over benefits. During the discussion of health care benefits, it is discovered that the employee is electing family coverage and has a spouse and seven dependents. Do you welcome the new employee aboard with no proof of dependent coverage or do you ask for a copy of the marriage license and seven birth certificates to ensure that all dependents are eligible?

Most employers do not ask for proof of dependent eligibility. The average per dependent annual claim cost is \$1,600.00. Two to three percent of dependents on average cannot prove their eligibility. A large number of employers elect not to ask for proof of dependent coverage when an employee is hired or during open enrollment, but will confirm eligibility if there is a qualifying event. You can add the dependent and give a time frame to provide the proper documentation and if it is not provided, you remove the dependent from coverage.

Why should you audit dependent eligibility?

- Rising health plan costs
- Family taking on new dimensions:
 - Domestic partners, civil unions, same-sex marriages
 - Separate and divorced spouses, common law marriages
 - Adoptions, guardianships, foster care, custody arrangements
 - Step-children, grandchildren, nieces and nephews
 - Parents
 - New federal and state laws re-defining "dependents" for tax and insurance purposes
 - Does the health plan cover only those intended for coverage?

What is proof of dependent eligibility?

- Marriage licenses, domestic partner registrations, tax returns, birth certificates, court orders, foster care custody documents, documentation of disability/mental handicap, academic records
- Must be interpreted with plan documents
- Plan documents are the final word on eligibility
- ERISA's Exclusive Benefit Rule
- Tax implications and fiduciary responsibilities

In the next newsletter, we will cover the four phases of the dependent eligibility audit process and two common types of eligibility verification reviews.

Please contact Becky Meade at (804) 364-0500 or bmeade@coxreadymix.com if you would like information about our group. ❖

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The VRMCA Technical Committee is developing a series of Technical Bulletins in order to address various issues of interest to the ready-mixed concrete industry.

Technical Bulletin #4 is now available and posted on the website.

The first three bulletins are also available. Please visit the VRMCA website at www.vrmca.com to download electronic versions. You may also contact the Association Headquarters at 434.977.3716 for printed copies.

Please make every effort to distribute these to contractors, engineers, and testing labs in your area.

Blue Ridge Community College and VRMCA Begin Driver Training Program

by Bob Nablo, Director of Industry Services, Western Region

Blue Ridge Community College in Weyers Cave, Virginia, has announced that it received a grant from the US Department of Labor to begin training new, displaced and non-English speaking workers in the fields of manufacturing and professional driving.

In 2005 VRMCA Advisory Council officers met with Blue Ridge Community College and Workforce Virginia officials to discuss statewide interest in training drivers for the CDL Class B license. VRMCA assisted in preparing the grant proposal and met several times with BRCC instructors to discuss ways in which the ready-mixed concrete industry could help recruit students and hire graduates. We already knew of the success Capital Concrete and Tidewater Community College have with a similar program, but this was a chance to develop a program on a larger scale and perhaps carry it statewide.

Separately, Nick Collins and Charlie Fairchilds of Allied/Transit Mixed Concrete arranged to do-

nate a mixer truck to BRCC and hired two new drivers to be the first students in the program. Both students graduated and received CDL

driver training class, which will also train drivers for the Class A license. A portion of these funds will be available for student scholarships, and both VRMCA and the Blue Ridge Advisory Council expect to offer similar scholarships. The training class will be four days in length and will cost \$1,200. BRCC will also assist graduates in obtaining their licenses from DMV. It is anticipated that, as the class grows in popularity, another instructor will be hired and another truck may be needed. BRCC also hopes that the class may become a model for other community colleges to adopt.

On August 10, Blue Ridge Council members attended the inaugural Driver Training Open House at BRCC. Council members Charlie Fairchilds of Allied/Transit Mixed, Trevor Whetzel and Dirck Pence of Rockingham Redi-Mix and Bob Nablo talked with prospective students – and prospective drivers! About fifty interested prospects stopped by our tables and Council members were quite impressed with the quality of the individuals interested in driving mixers. This event will likely become an annual feature of the program. ❖



Blue Ridge Council members interview prospective students.

Class B licenses from the Virginia Department of Motor Vehicles. This truck will become the primary instructional aid for the training class officially beginning in the fall of 2006. BRCC has earmarked a total of about \$300,000 for the

HAMPTON ROADS HOSTS "A DAY ON THE BAY"

by J. Keith Beazley, Director of Industry Services, Central Virginia and Hampton Roads

The August Business meeting of the Hampton Roads Advisory Council was held in the cabin of the vessel "First Chance" in the middle of the Chesapeake Bay. This unique meeting was held to fight the summer doldrums that occur in the middle of the summer and to increase participation of the membership.

The Council chartered a boat to have an afternoon of fishing in the Chesapeake Bay so that members and guests could have a special time for fellowship and business when summer attendance is hindered by job pressures and vacations.

The fishing trip departed from Lynnhaven Inlet and fished around the man-made islands of the Chesapeake Bay Bridge Tunnel. This area is known for large schools of fish that feed on the pilings and islands near the tunnel that connects the Eastern Shore to Norfolk.

The group caught a good number of croaker and a good time was had by all. Bill Dennison of Titan, caught the first fish and the largest number of fish and Steve Pinner of Titan, landed the largest fish, which was a bluefish for cash prizes.

This is the second year the Council has chartered a boat for the August meeting, and this event is growing with members inviting customers to attend the trip as a benefit. Charles Malbon, of Star Transport, and Lee Flemming, of Lafarge, handle the charter and food for the event.

Jim Simons, Council Chairman, finding that New England cod do not live in the Chesapeake Bay after fishing for five hours, promises to catch some fish next year after finding the right combination of tackle and bait for the Virginia fish. Jim is hoping for his picture in the Virginia Wildlife magazine with a citation fish next year and has already called a taxidermist for the plaque. ❖





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The Smart Road bridge, at 175 feet tall, is Virginia's tallest bridge. Approximately 9,647 cubic yards of high-strength concrete were used to construct the 2,000-foot long bridge.

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